

War for talent is over, says mine survey

THE demand for skills and the transferability of skills across industries is only going to increase, according to a human resources company's 2008 mining survey released in Johannesburg yesterday.

"The war for talent is over, and talent has won," the chief executive of Landelahni Business Leaders.

Sandra Burmeister, said. "The shortage of skills – particularly of engineers – in the mining industry calls for a more innovative approach when recruiting at all levels in the organisation.

"We must encourage the return of retired mining professionals to run key projects or act as coaches and

mentors to those coming up the ranks. This should be part of a formal company-wide coaching and mentoring programme."

The survey also showed that black representation in the mining industry at top management level more than doubled, from 12.5% in 2001 to 30.6% in 2006. — *Sapa*

